G.M. 1.7.4

28 & 14.

SL. NO. 1

Passing Orders on the allocation of the existing staff of the Gun, & Rev. Sect., in the two division sanctioned by the revision of June 1914.

G. R. S. 58]

Previous references.

352/13-14·811

1914.

(Genl. Branch)

File No. 28/14-15

Serial Nos. 1

Later references.

GE.23.28.9410

GENERAL AND REVENUE SECRETARIAT.

Serial Nos.

Part B for October 1914

SUBJECT.

~~matter~~ Passing orders on the
on of the existing staff of the Gen. & Rev. Sect
the two divisions sanctioned by the memorandum
of June 1914

~~To The Comptroller~~ No. ~~G10713 & 26.6.1914~~.

~~Passes orders on the subject above mentioned~~

To The Comptroller, Director of Industries, Commerce, Senior Inspector & Secy: Retrenchment Committee.

No. G4030-3 & 24.10.14.

Passes orders on the above subject:

GPB—5,000—22-10-16

~~Received~~
14.10.14.

G.R.S. 11]

1914 — 15

GENERAL AND REVENUE SECRETARIAT.

(Gen Mis.)

NOTES.

File No. 28-14

FILE HEADING.

Reorganization of the General and Revenue Secretariat

From

No. Dated Received

Diary No. | Enclos. | Spare Copies | Serial No.

BRIEF ABSTRACT OF LETTER.

NOTES AND ORDERS.

NOTES—First sheet

GPB—15,000—24-4-09.

P. T. O.

Government of His Highness the Maharaja of Mysore,

General and Revenue Secretariat.

M E M O R A N D U M.

A committee consisting of Messrs: C.S.Balasundaram Iyer, D.L.Narasinga Rao and P.J.D'Souza is constituted for the following purposes:-

i. To submit suitable proposals for regrading the members of the existing clerical establishment of the General and Revenue Secretariat according to the scale recently sanctioned. Before framing their proposals, the committee will consult the other officers of the General and Revenue Secretariat having experience of the clerks.

ii. To arrange for holding the examinations prescribed for both the Divisions after duly notifying the same in the Gazette and to submit proposals for appointments on the basis of the results of such examinations.

iii. To suggest nominations for temporary appointments out of the sanctioned lump sum grant after duly inviting applications from candidates both in and outside the public service.

2. Final reports on these matters should be submitted separately for the consideration and orders of Government, according to the urgency of each.

3. It is expected that the committee will make it feasible to secure the entire clerical staff for the General and Revenue Secretariat before the end of July next.

Approved by Dewan.

(Sd.) D.L.Narasinga Rao.

Offg. Secretary to Govt.,
Gen. & Rev. Departments.

Copy to Mr.C.S.Balasundaram Iyer, B.A.,
for information.

G. R. S. 12]

General and Revenue Secretariat.

G. R. File No. 28 of 1914.

(2)

Serial No.

6 The question of the distribution of the existing staff between the two Divisions was discussed in a Committee composed of Messrs C. S. Balasundaram Iyer, D. M. Narasinga Rao & P. Q. D'Souza and their recommendations are embodied in the memo appended hereto. A Copy of the Gradation list is also put up. Bnarasimhamurthy 12.8.14.

K. in linked file

O in linked in file

Dy Secy.

Secy

12/8/14.

7 The principles on which the proposals of the Committee are based are fully explained in the Memorandum of the Committee.

The Fin. Secy will have to be consulted after a preliminary consideration of the proposals by the Dewan.

When the case will have to be submitted to His Highness for orders with such revision of the scheme as the Dewan may consider necessary.

Dewan

D. M. Narasinga Rao 13/8

8 The proposals may be referred to the Financial Secretary for favour of his views.

18.8.14. DC

NOTE—Contn. sheet.

GPB—60,000—7-11 -13

Strictly confidential

G. R. S. 12]

General and Revenue Secretariat. | G. R. File No. 28 of 1914.

Serial No. 9

Forwarded with compliments to the Financial Secretary for favour of his views (vide Diwan's Note.)

Dhruvgharao
18/8

10 The following remarks on the recommendations of the Committee are offered:--

Paras 1 to 3 No remarks

Para 4 (a) No objection

(b) No objection; but Nos. 1 and 2 (in 2nd Division, Permanent) can be given only Rs.65+5 Personal allowance and nothing more since they have not been confirmed in the old first grade. Permanent pay in the new classification cannot be based on the officiating salary of the old classification. I

(c) It is not financially admissible to increase the number in the first division to suit a certain allocation. Either the persons who are placed on probation (except the one who is already appointed permanent in 70-6-100 grade who should in any case be in the 1st division) may be placed in the 2nd division (their pay being fixed with reference to their substantive pay in the old scale) or those in the old 3rd grade drawing Rs.50 for 3 years and less, II

may

NOTE—Contn. sheet.

GPB—60,000—7-11-13

Serial No.

may be placed in the 2nd division. They may of course be promoted to the 1st division as vacancies occur.

(d) No objection.

(e) These persons cannot be treated as supernumeraries as they are not thrown out in the re-organization. Since all of them (the 94 rupee man also seems to have earned a further increment) are drawing the maximum pay of Rs.100, they must be placed in the 1st division, further promotion to them being, if need be, stopped. It may be pointed out that if they are placed as supernumeraries, three of them will have to remain as such from 6 to 11 years. This is obviously a most objectionable arrangement; in fact it is upsetting and nullifying the new scale altogether, effecting in it an arbitrary addition involving considerable extra expenditure.

The average cost of a 1st division appointment being Rs78 and that of a 2nd division appointment being Rs.45, 15 extra appointments in the 1st division against vacancies kept in the 2nd division means an extra expenditure of 15 x 33 x 12 or Rs.5,940 per annum.

NOTE—Contn. sheet.

G. R. S. 12]

General and Revenue Secretariat. | G I, File No. 28 of 1914.

Serial No.	
	Para 5: (i) to (v) — No remarks.
	vi. The names of those who are permitted to draw increments according to the old scale (up to the maximum) will have to be specified in the order. After they reach Rs. 50, they should wait till they would have reached 50 by 2 rupee increments, before getting the next increment in the new 2nd division.
	Para 6 No remarks
	Para 7 No excess in the 1st divisio le should be allowed against vacancies kept in the 2nd division.
	Para 8 No remarks.
	Paras 9 & 10 Taking all the circumstances into consideration and without causing undue hardship to any one, the allocation of the present strength in the two divisions may be put in as follows:-
	First division — Sanctioned scale 65
	Supernumeraries — 5
	1st division permanent) and Probationary ..) Nos. 1--60 in the list
	65
	N.B.

NOTE—Contn. sheet.

GPB—60,000—25-9-13.

G. R. S. 12]

General and Revenue Secretariat.

G. I. File No. 28 of 1914.

Serial No.

N.B.

(a) No.61 and below in the list have been drawing Rs.50 for three years and under and are in the old 3rd grade.

(b) Nos.61--70 and 73 may be placed in the 2nd division and promoted to the 1st division as vacancies occur.

(c) Nos.71, 72, 74 & 75 -----do----- These may, however, earn increments according to the old scale.

2nd division --Sanctioned scale

3 on Rs.70 and
49 on Rs.25-2-65

52

I. Transferred from the 1st division as above, Nos. 61--75	15
II. 2nd division with eligibility to the 1st d vision as in the list	14
III. 2nd division Permanent -do-	22
IV. Vacant..	1
	52

J. Chakravarti
19. 8. 14

NOTE—Contn. sheet.

GPB—60,000—25-9-13.

(7)

Serial No. 11

Para 4(b). -

The course suggested by the Financial Secretary does not seem to be fair to the clerks concerned. They have already been given acting promotions to the 1st grade under the old scale and have earned their increments in that grade. They would not probably have been disturbed but for the Reorganization. In these circumstances the committee's recommendation seems to be more equitable

Para 4.(c). -

The Financial Secretary's note leaves out of account practically permanent vacancies in the First Division due to officials being on other duty - Vide Annexure 1. If we deduct this number, viz, 10 from the total number, permanent and on probation in the First Division, the number of appointments is only 65 i.e. the number fixed under the scale. It is not desirable to keep these vacancies in abeyance till the officials are finally absorbed

Para 4(a)

The supernumeraries are proposed to be placed in the First Division merely as a concession to them as they are drawing practically the maximum pay of the 1st grade under the old scale. They are not fit for casework and if they had been placed in the

NOTE—Contn. sheet.

GPB—60,000—7-11 -13

Serial No.

Second Division they would be entitled to a large personal allowance.

For the same reason the one clerk on 70-6-130 under the old scale viz, T. Subba Rao referred to in para. 4 (c) cannot be shown in the permanent list of the First Division till his capacity for casework is well-established.

If we do not take into account the ten men who are on other duty and who are nominally placed in the First Division for certain account objections, the extra expenditure will only be Rs 1188 and not Rs 5940 as stated by the Financial Secretary. This extra expenditure is not large having regard to the large number of officials to be provided for and the peculiar difficulties encountered in adjusting the existing scale to the revised scale.

Para. 5 vii

One of the objects of the Scheme was to remove the stagnation in the free flow of promotion under the old scale. If the Financial Secretary's opinion is accepted there is no scope for any immediate improvement and the object will not have been attained.

Serial No.

The names of the clerks who will be permitted to draw increments to the maximum according to the old scale will as desired by the Financial Secretary be specified in the order.

Para. 7

There appears to be no objection to the arrangement of having an excess in the First Division as against vacancy in the Second Division. ~~One~~ The ~~regarded~~ actual extra expenditure incurred as pointed out above is inconsiderable. Further there is every likelihood of the excess number being absorbed soon.

It is therefore suggested that the proposals of the Committee be adopted in their entirety without modification.

21/8. 12

A draft order to is placed 21/8/14
in this file for consideration.

Secy
Dewan

Dewan
22/8

Conf

15

13 Dewans motions

1) The new Financial Assistant Secretary may be consulted, as regards the financial aspect of the question. (Whether the Scheme as revised by the Committee, would result in an increase of Rs 5940 per annum or only Rs 1188 as stated by the Registrar)

2) whether the case should go up to His Highness again?

3) or whether the Dewan may pass the Scheme finally?

What is the best possible solution.

5/9/14

14

Reg's Calculation is incorrect - as temporary transfers to other offices of officials cannot be supposed when we take into account for making permanent arrangement. There must be a slight error in figure calculated by Reg's Dept this is not material [average cost of appts in superior grade is 75 1/3 + not 78.]

In any case the specific recommendations are pending with Govt to His Highness (Para 9 of Sub's Note) - The proposal of Reg's of having 15 extra appts in higher grade will result in a material addn to cost and worked as such require H. H's sanction

Suggestions:

(1) If arrangements to be made as far as possible in other than short & provider leave Vacancies.

(2) Transfers to other offices, as far as possible to be made S/L, so that there may be as many S/L vacancies as possible in 1st grade

(3) S. Supernumeraries in existing 1st grade should be taken grade & given P.A. Wks. This does not violate the letter of Rules though it violates the spirit and the officials concerned may not be approved. ~~Doubtful whether~~ Seniority cannot persist & again with the new that they should be included in the higher grade

[illegible] new ms

[illegible] It is said that 2 officials getting 100 are to retire in December

[illegible] arbitrary [illegible] But he tells

opinion is technically correct.

6. It [illegible] adjustment this pay matter is to be given to the men in the Defence State which seems to have been borne in many cases on the salary drawn by the officials not their substantive pay.

G. R. S. 12]

General and Revenue Secretariat.

G. M. File No. 28 of 1914-15

Serial No.

15 Having regard to the Finl Secretary's objections the following alterations may be made.

2 As he is Gorinda Rao B A B L has since resigned the nominal strength of the First Divn according to the Committee's recommn will be 74 and not 75 The excess to be accounted for will be nine.

3 As the Financial Secretary does not agree to any supernumeraries in the First Divn the five officials referred to may be transferred to the 2nd Divn & given as personal allowance the difference between their present pay & the maximum pay of the 2nd Divn.

4 Now as regards the nine extra appointments referred to above, the following officials are on deputation in other offices and draw no part of the pay of the appts

Here are

(1) V Sivaramakrishnaiah
(Personal Asst to the 2nd

NOTE—Contn. sheet.

GPB—60,000—7-11-13

Serial No.

Member

2 Mr. K. V. Ramadyer Manager Efficiency Retrl Branch

3 Mr. R. Subba Rao Dt Economic Superintendent

4 Mr. S. Shesha Rao Acting as Manager of the Senri. Surgeon's Office

5 Mr. T. Gopalakrishna Ayyar Manager of the Office of the Dir of Industries

There is no objection whatever to that appts now made in connection with these vacancies as substitutes

5 The following Secretariat Officials are acting as Ruildars.

Off (1) Mr. T. K. Sankaran Nair

(2) Mr. R. Gopala Ayyar *

Both of them are very senior among Officials acting as Ruildars & there are a number of vacancies (substitutes) among Ruildars to fill up which action is being taken separately. There is no objection to substitutes appts

* Proposals to treat him as substitutes are under consideration

NOTE—Contn. sheet.

GPB—60,000—7-11-13

Serial No.

being made in connection therewith
6 Mr. B. Lobo Prabhu & Mr.
V. Srinivasa Iyengar may be
treated as Supdts. Sub Registrars
as they are acting in permanent
vacancies.

9 Thus even if we should
include the case of Chotta,
9 sub registrar offts are admissible
The number proposed to be placed
as Registrars is 14 and the
probationary offts may be counted
against sub registrar offts which
are admissible at a readjustment
made at the end of one year

8 In other respects the
Financial Secretary has generally agreed
with the recommendations of the
Committee

9 As regards the pay of Rao Sa
Narasinga Rao & Rao Bahadur Ali
Khan the first two names in the red
Divn the long period during which
they have been acting & their having
number of increments while they
have passed earned some increments
beyond the Committee's

NOTE—Contn. sheet.

GPB—60,000—7-11-13

G. R. S. 12]

General and Revenue Secretariat.

G.-M. File No. 28 of 1914.-15

Serial No.

justify their present emoluments being continued to them the more so as they were debarred from all further promotion. The same argument applies to the Shanans' observation that the pay proposed to be given is in many cases based on the salary drawn by the Officials and not their substantive pay. Each case was carefully examined by the Committee who have followed the principle that a revision intended to improve the prospects of Officials should not be given effect to so as to deprive Officials of benefits already earned by them under the old scheme.

The Committee's proposals with the modifications above noted may be accepted.

16 9/5/14

Dagre. Please revise the draft order suitably. Draw 1879

17

A revised draft of a draft submitted on noted

22/5

NOTE—Contn. sheet.

GPB—60,000—7-11-13

G. R. S. 12]

General and Revenue Secretariat.

G/11 File No. 28 of 1914.

Serial No.

18 A revised draft over draft Submission Note are put up herewith. The modifications now made in the draft cover, by the Dy Secy himself, meet the financial objections mostly.

19 Objections a to c are completely met vide draft Submission Note, para 3.

20 Objection d i.e. (4th & 5th) may be overruled in the interests of the service as a whole in the fact. If the objections prevail certain officials will be hit hard. As the cost involved is comparatively trifling the objections may be overlooked.

Dewan
Dewan 9/6

NOTE—Contn. sheet.

GPB—10,000—13-6-14

Submitted to His Highness.

With reference to His Highness's orders sanctioning the proposals to re-organize the clerical establishment of the Secretariat, a Committee consisting of the Secretary for Education and Agriculture, the Offg. Secretary to Government, General and Revenue Departments, and the Offg. Deputy Secretary, was appointed to examine the claims and qualifications of all the officials in the service and submit definite recommendations regarding their allocation into the two divisions and the pay to be allowed to each official under the new scale.

2. The Committee have gone into the whole question in great detail and the principles on which their recommendations are based are set forth in the draft Government Order hereto attached. The proposals have also been scrutinised by the Financial Secretary.

3. The Financial Secretary has raised certain objections which will now be dealt with seriatim.

(a) First objection.

It is not expedient to treat the five officials whose pay is either Rs.100 already or is very near it, as supernumeraries in the First Division, the Committee being of opinion that the officials are not competent for the First Division.

With reference to this, it may be observed that two out of the five officials are due to retire in January next and it would greatly affect the improvement of the personnel of the establishment if these officials were placed in the First Division and allowed to stand in the way of the prospects of deserving officials.

All the five officials may therefore be transferred to the Second Division, the difference between their permanent pay and the maximum pay of the Second Division being treated as personal allowance. This course will meet the financial objection.

(b) Second objection.

The number in the First Division should not be increased to suit the allocation but that the number of appointments in the First Division, viz., 65 should be adhered to.

If the five appointments referred to in (a) above are thus eliminated, the actual excess in the number proposed for the First Division will be only nine, but as against these, nine sub-protem appointments are admissible as explained in the draft order put up. If the last nine appointments in the First Division are treated as sub-protem, the Financial Secretary's second objection of excess in the scale will be removed.

(c) Third objection.

The names of those who are permitted to draw increments according to the old scale up to the maximum will have to be specified in the Government order.

The names of such officials are shewn in the statements prepared by the Committee which will form annexures to the Government order.

(d) Fourth objection.

After the officials who have been permitted to draw increments according to the old scale reach the maximum, viz., Rs. 50, their increments should stop there until they reach Rs. 50 by computation under the new scale of the Second Division.

This

This is not quite fair as most of the officials are Graduates and they may be allowed to draw increments at the rate of Rs.2 after attaining a pay of Rs.50.

(e) Fifth objection.

Nos. 1 and 2, viz., Messrs. M. Narasinga Rao and Wahid Alikhan (in Second Division Permanent) can be given only Rs. 65+5 Personal allowance and nothing more since they have not been confirmed in the old First Grade.

Though these officials have not been confirmed in the First Grade, they have been acting in this grade for a long time and earned a few increments. It is therefore proposed to treat them somewhat generously and the Committee's proposals may be approved.

4. The last sentence of paragraph 3 of the Government Order of the 26th June 1914 seems to imply that no acting appointments may be made in the Secretariat so long as the temporary grant is utilised. This restriction applies only to short vacancies on leave as may be seen from the last paragraph of 6(ii) of my submission note dated 15th June 1914. This point is made clear in the draft Government Order now put up.

5. The arrangements now proposed seem to be the best that could be devised under the circumstances. In the transition from one system of appointments and promotions into another, difficulties such as those referred to in the Financial Secretary's notes must arise. Every endeavour has been made to meet the objections. In the circumstances, the draft order may be graciously approved.

M. Viswanaya -
22nd Oct. 1914 -

(2)

Record of Cases submitted for the Orders of His Highness the Maharaja.

C. No 129
22.10.14

Subject.

Recommendations relative to the allocation of the clerical establishment of the General and Revenue Secretariat into the new divisions and the pay to be allowed under the new scale.

No: 350

Order.

KRW
23/10/14

Sunday
23.10.14
Dass 24/10

Issue orders to day Dass 24/10

241.

G. R. S. 12]

General and Revenue Secretariat.	G. III File No. 28 of 1914.

Serial No.	
1	To The Controller Genl of Industries
	The Senior Surgeon & Secy Refugees Committee
	Passing orders on the allocation of the existing staff of the C.R.S into the two Divisions newly sanctioned

NOTE—Contn. sheet.

Proceedings of the Government of His Highness the Maharaja of Mysore.

****

Read:-

G.O.No.G.10713/G.M.352-13-dated the 26th June 1914, sanctioning the reorganization of the General and Revenue Secretariat.

-o-o-o-o-

Order thereon No. G.4030-3 dated 24.10.14
G.Sn.28-14-1

The question of the distribution of the existing staff of the General and Revenue Secretariat into the two divisions sanctioned in the G.O. read above, was considered by a Committee consisting of ~~the~~ Mr. C.S. Balasundaram Iyer Secretary to Govt. E. & A., ~~the~~ Mr D.M. Narasinga Rao Offg. Secretary to Government, General and Revenue Departments, and ~~the~~ Mr P.G. D'Souza Deputy Secretary to Government. The Committee after a careful consideration of the claims and capacities of the officials concerned, have submitted their recommendations regarding the allocation of the officials in the two divisions and the starting pay of each official under the new scheme. The report of the Committee is printed as Appendix A to the order.

2. The recommendations of the Committee in regard to the allocation of 115 ~~working hands~~ members of the clerical establishment of the General and Revenue Secretariat are briefly as follows:-

(a) 74 (including 15 who are now holding other appointments) to be placed in the First Division, 17 out of these being on probation for one year.

(b) 5 persons who have under the original scale reached a pay of Rs.100 or are near that maximum but who are not fit for the First Division

to be treated as supernumeraries in the First Division.

(c) 14 clerks to be provided ~~for~~ in the Second Division tentatively. They are to be eligible for appointment in the First Division on the occurrence of vacancies.

(d) 22 clerks to be placed in the Second Division.

3. Government are pleased to approve generally of these recommendations with the following modifications:-

(i) As the Committee's proposals involve an excess of 14 in the First Division including the supernumeraries, the 5 supernumeraries referred to above will be transferred to the Second Division and allowed to draw as personal allowance the difference between their present pay and the maximum pay of the Second Division.

(ii) With a view to avoid excess in the scale of the First Division, the following officials, whose names are last in the list of the officials proposed for the First Division, will be treated as sub-protem in that Division:-

1. Mr.K.Venkata Rao, B.A.
2. " B.Thammaiya,B.A.
3. " Srinivasa Rao Jamakandi B.A.
4. " S.R.Narasimhaiya,B.A.
5. " K.Gundu Rao, B.A.
6. " B.Venkoba Rao,B.A.
7. " H.Narayana Rao,B.A.
8. " C.G.Ramaiya,B.A.
9. " M.S.Raghavachar.

These 9 sub-protem vacancies are caused as follows:-

Messrs. B.Seshagiri Rao and S. Srinivasiengar who are acting as Superintendents in permanent vacancies and Messrs. A. N.Nanjundayya and B. Ramaiya as acting

Assistant Superintendents in the same vacancies, will be made sub-protem.

The following six officials of the Secretariat included in the First Division are now holding other appointments in respect of which sub-protem arrangements are admissible:-

(1) Mr.T.V.Thiruvengada Mudaliar acting as Personal Assistant to the Second Member.

(2) Mr.K.S.Rama Iyer, Manager, Efficiency Audit Branch.

(3) Mr. N.Subba Rao, District Economic Superintendent.

(4) Mr. S.Shiva Rao, acting Manager of the Senior Surgeon's Office.

(5) Mr.T.Gopalakrishna Iyengar, Manager of the office of Director of Industries and Commerce.

(6) Mr.C.Nagappa, Clerk, Office of the Secretary to the Retrenchment Committee.

Separate orders will issue regarding the appointment of Mr. N. Gopala Iyengar as sub-protem Amildar, fourth class, and Mr. S. Shiva Rao as sub-protem Manager of the Senior Surgeon's Office.

4. The restriction contained in the last sentence of paragraph 3 of the G.O. of the 26th June 1914, read above, to the effect that no acting appointments shall be made in the Secretariat so long as the temporary grant is utilised, will only apply to vacancies due to absences of clerks on short leave.

5. The revision of the establishment of the General and Revenue Secretariat as sanctioned above will come into effect from 1st July 1914.

22.10.14

Offg. Secretary to Govt.

To

The Comptroller to Government.

The Director of Industries and Commerce.

The Senior Surgeon and Sanitary Commissioner.

The Secretary to the Retrenchment Committee.

Copy to Branch I. Q.4484

-do- IV. Q.4483

-do- VIII.

Appendix A.

Recommendations of the Committee

The Committee for the Settlement of questions in connection with the Re-organization of the General and Revenue Secretariat met and discussed the subject on the marginally noted dates. They submit the following recommendations for the consideration and orders of Government.

3.7.14.
7.7.14
11.7.14
16.7.14
18.7.14
21.7.14
22.7.14
23.7.14.
31.7.14.

The scale sanctioned under the Reorganization order is as follows:

First Division
at Rs 40-5-100 ..... 65 Clerks

Second Division
at Rs 25-2-65 .... 49 Clerks
at Rs 70 per mensem ... 3 Special appointments

2. The present actual permanent strength of the G. R. S is 115 clerks. E. Rama Rao, Inspector of Co-operative Societies, is also proposed to be retransferred to the G. R. S. The total number that has thus to be regraded is 116 as against 117 of the revised scale, thus leaving one vacancy to be filled up.

3. Out of the 115 clerks referred to in paragraph 2 above, 15 clerks as shown in Annexure I are on

other duty. There is no prospect of at least 12 of them reverting to their present permanent appointments in the Secretariat and these places have therefore been taken into consideration in making adjustments under the new scheme. Further 3 clerks are due to retire by the end of December 1944. Thus 15 vacancies become available.

4. In redistributing the existing establishment in the two Divisions under the new scheme the following principles have been followed.

(a) Officials whose capacity for doing important casework is in the opinion of the committee well established have been put in the First Division

(b) Officials who are unfit for casework have been put in the Second Division.

(c) Officials who deserve to be given casework either because they are already doing casework or are graduates but whose capacity requires to be further tested have been placed in the First Division on probation for one year. If at the end of the year their service is not considered approved, they may be transferred to the Second Division.

DMc

* 1. S. Krishna Rao
2. M. Mustafa Khan
3. A. R. Annamalay Mudr.

Till then their present rank in the Gradation List will be maintained.

(d) Officials who are mostly Graduates but deserve less consideration than the preceding have been temporarily given a place in the Second Division subject to the condition that they will be eligible for promotion to appointments in the First Division on the occurrence of vacancies, if found fit.

(e) Five clerks, four of whom are drawing Rs 100 per mensem and the other Rs 94 per mensem are not fit for the First Division. But they may be kept as supernumeraries in the First Division in consideration of the pay they draw. Two of these, viz, S. Krishna Rao & Mustapha Khan are due to retire by the end of December 1914. As they would, if placed in the Second Division be entitled to a personal allowance, this arrangement does not lead to any extra cost.

5. In fixing the starting pay of each official under the new scheme the Committee has proceeded on the following lines. ~~adopted the following principles.~~

i) Increments already earned under the old scale have been

Dmu

taken into account in fixing the pay under the new scale.

ii) One increment under the new scale is allowed for officials who have been drawing the same pay for not less than 3 years.

iii) Two increments under the new scale have been allowed in the following cases. –

1. officials drawing the same pay for not less than 6 years.
2. officials drawing the same pay for 5 years but who have been acting in the next higher grade under the old scale.

iv) As a rule it is not proposed to give the officials placed on probation in the First Division any increment beyond what has been actually earned by them under the old scale

v) Where the present pay with increments as above proposed is less than the pay of the next higher stage by Rs 2 or less, the pay of the higher stage has been allowed. In other cases the excess over the next lower stage is treated as personal allowance.

vi) Clerks placed in the Second Division who have not yet reached the maximum pay in their old specialism

DMW

grades will be entitled to count increments under the old scale up to the maximum pay of their respective grades. The amount that will be in excess from time to time over the next lower stage of pay under the new scheme is proposed to be treated as personal allowance. There are only 8 cases entitled to this concession.

6. E. Rama Rao's position in the First Division is fixed with due regard to his position in the Secretarial before his transfer to the Co-operative Department. He is accordingly placed below H. A. Singala Char and above W Raghava Char.

7. A certain no of appointments in the Second Division corresponding to the number in excess over the sanctioned scale in the First Division will be kept unfilled till the excess is absorbed.

8. The committee do not recommend the filling up of the three special appointments in the Second Division at present. As against these 3 Clerks on Rs 25-2-65- are proposed to be appointed.

9. The allocation of the present strength in the two Divisions of the new

Dues

Scale in accordance with the foregoing principles is shown in separate statements appended hereto.

10. The results in brief are as follows.

(a) As against 65 appointments in the First Division, the following are proposed.

(i) Permanent - - - - 57

(ii) Probationary - - - - 18

(iii) Supernumerary - - - 5

The excess over the Scale is - - 15

(b) As against 52 appointments in the Second Division the following are proposed

(i) Permanent - - - - 22

(ii) Eligible to the First Division - - - - 14

(iii) To be kept vacant - - - - 15

as against excess

(iv) in the First Division - - - 1
Permanent vacancy

Until the excess over the Scale in the First Division is absorbed, recruitment to the First Division by competition will not be possible.

C&S
11/8/44

D. M. Narayana Rao
13/8.

11/8

Annexure 1. - List of officials who are on other duty.

Serial No.	Name		Remarks. -
I	First Division - Permanent & Probationary.		
1.	A. N. Nanjundaiya		Ag. as Asst Supt vice Mr. T. K. Somasundara Iyer acting as Amildar.
2.	N. Gopalierpar	Sub Probn	Ag. as Amildar.
3.	B. Ramaiya	Sub probn	Ag. as Asst Supt vice Mr. S. Srinivasa Iyengar acting as Supernumerary Superintendent.
4.	N. Venkata Rao		Ag. as Asst Supt vice Mr. B Seshagiri Rao acting as Supt.
5.	T. V. Tiruvengada Mudaliar	Sub probn	Personal Asst to the 2nd Member.
6.	K. S. Rama Iyer	do	Manager, Efficiency Audit Branch.
7.	N. Subba Rao		Ag. as Amildar.
8.	S. Shiva Rao	do	Ag. as Manager of the Senior Surgeon's Office
9.	T. Gopalakrishna Iyengar	do	Manager Office of the Director of Industries
10	C. Nagappa	do.	Clerk, office of the Secretary to the Retrenchment Committee
II.	Second Division - with eligibility to the First Division		
11.	C. Chowdaiya		On duty with Mr. K. Srinivasa Rao, Special Officer
12.	S. Kappanna		Clerk, office of the Secretary to the Agriculture Committee
13.	K. Srinivasa Murti		Clerk Comptroller's Office
14	M. N. Anandalwar		Clerk, Temporary Existing Establishment G.R.S.
	Second Division. - Permanent.		
15	K. Ranganna		Head Clerk, Temporary Existing Establishment G.R.S.

11/8/14

11/8/14

First Division – Permanent

Serial no.	Name of clerk	Present Grade	Present pay	Period during which he is in receipt of this pay	Starting pay under the rule
1.	A.N. Nanjundaiya F.A.	I Grade	Rs 100	2 years + 8 m.	Rs 100
2.	N. Gopalingar. B.A.	- do -	- do -	- do -	- do
3.	B. Ramaiya. B.A.	- do -	- do -	- do -	- do
4.	N. Venkata Rao Matric.	- do -	- do -	2 years + 5 m	- do
5	N. Srinivasa Iyengar. B.A.+B.L	- do -	- do -	1 year + 11 m	- do
6	T.V. Tiruvengada Mudr. F.A.	- do -	- do -	1 year + 6 m	- do
7	K.S. Rama Iyer B.A.	- do -	Rs 94	1 year	- do
8.	V. Subramanya Sastri B.A	- do -	- do -	- do -	- do
9	D. Narayana Rao B.A	- do -	- do -	7 months	- do
10.	T. Subba Rao B.A.+B.L.	- do -	Rs 88	1 year + 7 m His increment was postponed by 6 months	Rs 95-
11.	B. Ramachariya. M.A.	I Grade Ag.	Rs 82	6 months	Rs 85-
12.	M. Rangaisami Iyengar B.A.	- do -	Rs 76	1 year + 6 m. His increment was postponed for 6 months.	Rs 80+2
13.	R. S. Ramachandra Rao F.A.	- do -	Rs 82	6 months	Rs 85-
14.	C.S. Srinivasa Char	I Grade, Supernumerary	Rs 76	8 months	Rs 80
15.	P.R. Venkataramanya - Matric.	I Grade Ag.	Rs 70	5 years, one year being in the I Grade	Rs 75+
16.	M.A. Singala Char B.A.	- do -	- do -	- do -	Rs 80

Ag as Assist Supt vice
Mr. T.K. Sambasivara Iyer
Ag. as amildar.

Ag. as Amildar.

Ag as Asst Supt vice
Mr. S. Srinivasa Iyengar
Ag Supernumerary
Supt.

Ag. as Asst Supt vice
Mr. B. Sadhagopa Rao
Ag. as Supt.

Personal Asst to the
2nd Member.

1-7-14 Ag. as Manager, Efficiency Audit Branch.

— Do —

1-12-14
under the old
scale.

1-7-14 On probation. On Supt extra allowance being his pay in a recognized stage under the new scale.

1-7-14 On probation. Rs 3 allowed as increment earned in 6 months

P.A. 1-7-14. On probation

1-7-14 Rupees three allowed as increment earned in 6 months

— Do — Rs 4 allowed as increment earned in 8 months.

P.A. 1-7-14. On probation

— Do —

Draw 11/8

First Division – Permanent & Pro

Serial no.	Name of Clerk.		Present Grade	Present Pay	Period during which he is in receipt of this pay	Starting pay fixed under new Code
17	E. Rama Rao	B.A.	Inspector of Co-op. credit Societies with the Status of a Dy. Amildar	Rs 100 (Temporary)	3 years + 2 m.	Rs 80 +
18.	V. Raghava Char	B.A.	I Grade Ag.	Rs 70	5 years, one year being in the I Grade	Rs 75
19	M. Ramaswamaiya	B.A.	I Grade Supernumerary, Temporary.	Rs 70 + 10	1 year + 3 m.	Rs 80
20.	K. P. Ganapati Iyer	B.A.	II Grade	Rs 70	5 years	Rs 70
21.	A. Makalappa	B.A.	– do –	– do –	– do –	Rs 7
22	V. Subba Rao	B.A.	– do –	– do –	– do –	Rs 7
23	S. Shiva Rao	B.A.	– do –	– do –	– do –	– do
24.	P.A. Krishnasami Iyer	B.A	– do –	– do –	– do –	– do
25	T. Gopala Krishna Iyengar	F.A.	– do –	– do –	4 years + 5 m.	– do
26	S. V. Shamiengar	B.A. & BL	– do –	– do –	2 years + 8 m.	Rs 70
27	B. Garuda Char	B.A + BL	– do –	– do –	– do –	– do
28	R.V. Krishnasami Iyengar	B.A & BL	– do –	– do –	1 year + 6 m.	– do
29	B.L. Narasimhaiya	B.A.	– do –	– do –	– do –	– do
30	V. Deva Rao	B.A	– do –	– do –	– do –	– do
31	P. Krishna Rao	B.A.	– do –	Rs 66	1 year	Rs 70
32	A. Sadasiva Mott	BA + BL	– do –	Rs 70	6 months	– do
33	T. Krishna Rao	B.A	– do –	Rs 66	5 months	Rs 65 +
34.	M. Avantharamiengar	– Madras	– do –	– do –	1 year	Rs 70
35.	P. S. Kuppusamiengar	F.A.	II Grade Subject to Commutation leave	Rs 66	– do –	– do –
36.	R. Sambaiya	F.A.	II Grade Ag	Rs 60	1 year + 8 m.	Rs 65
37	R. Krishna Char	B.A.	– do –	– do –	11 months	Rs 60
38	V.K. Srinivasa Rao	B.A	– do –	– do –	1 y 4 months	Rs 60

P.A.	1-7-14		
P.A.	— Do.		On Probation
	— Do. —		
	— Do. —		On Probation
	— Do. —		
	— Do. —	Ag. as amildar.	
	— Do. —	Ag as manager of the Senior Surgeon's office.	
	— Do. —		
	— Do. —	Manager, office of the Director of Industries.	
	— Do. —		
	— Do. —		
	— Do. —		On Probation
	— Do. —		
	— Do. —		
	— Do. —		
	— Do. —		
P.A.	1-7-14. — {The date from which his next increment will take effect will be decided after the probationary period}		On Probation
	— Do. —		On Probation.
	1-7-14.		The increment earned has been allowed
	1-7-14		On Probation.
	To get Rs 65 from 1.3.15 as he has been getting Rs 60 from 1-3-14.		

Done 11/8

First Division - Permanent

Serial no.	Name of clerk	Present Grade	Present Pay	Period during which he is in receipt of this pay	Starting pay and Increment
39.	H. V. Krishnasami Iyengar - Matric	II grade Ag.	Rs 58	6 months	Rs 60
40	G. Appurao B.A.	- do -	Rs 50	9 years	Rs 60
41	D. C. Subbarayappa B.A. & B.L.	- do -	Rs 66	1 year	Rs 70
42	C. Venkataramaiya F.A.	- do -	Rs 50	6 years	Rs 60
43	M. S. Seshagiri Rao B.A. & B.L.	II grade Ag. Supernumerary	Rs 62	1 year	Rs 65
44.	R. Thammaji Rao B.A. & L.L.B	- do -	Rs 58	- do -	Rs 65
45	N. Sitaramaiya B.A. & B.L.	- do -	Rs 54	- do -	Rs 60
46	B. Subramanya Sastri B.A. & B.L.	- do -	Rs 50	- do -	Rs 60
47.	M. A. Srinivasa Iyengar - B.A.	III grade	Rs 50	6 years	Rs 60
48	H. V. Venkatanarasimha Iyengar F.A.	- do -	- do -	- do -	- do
49	D. Seshagiri Sastri B.A. & F.L.	- do -	- do -	5 years	Rs 55
50	K. Srikantaiya - Matric	- do -	- do -	- do -	- do -
51	K. Pandurangu Rao B.A. & L.T.	- do -	- do -	- do -	- do
52	S. Narasimha Murti B.A.	- do -	- do -	- do -	- do
53	B. Venkatasubba Rao B.A.	- do -	- do -	- do -	- do
54.	D. Sitaramaiya B.A.	- do -	- do -	4 years	- do
55	D. Rangasami Iyengar B.A.	- do -	- do -	- do -	- do
56	H. Lakshminarayanaiya B.A.	- do -	- do -	- do -	Rs 50
57	C. Nagappa B.A.	- do -	- do -	3 years & 9 m.	Rs 55
58	M. Govinda Rao B.A. & B.L.	- do -	- do -	3 years & 8 m.	Rs 50
59	M. Narain Rao B.A.	- do -	- do -	3 years & 4 m.	- do
60	B. Suryanarayana Rao B.A.	do	- do -	- do -	Rs 55
61.	R. Runga Rao B.A.	- do -	- do -	3 years	Rs 50.
62	T. K. Subba Rao B.A.	- do -	- do -	2 years & 5 m.	- do
63.	M. A. Ramaswamiah B.A.	- do -	- do -	2 years	- do
64	M. M. C. Srinivasa Charya B.A.	- do -	- do -	- do -	- do
65	A Subba Rao B.A. & F.L.	- do -	- do -	- do -	- do
66	H. C. Subba Rao B.A.	- do -	- do -	- do -	- do

	1-7-14		Rs 2 allowed as increment earned for 6 months
	1-7-14.		
	1-7-14		
	— do —		
P.A.	— do —		
do	— do —		Rs 3 allowed to bring his pay to a recognized stage under the new scale.
	— do —		
	— do —		As he has already earned an increment under the old scale, his pay should have been fixed at Rs 55-6 being it to a recognized stage under the new scale but as the official next in rank according to the Gradation List (K.A. Sivaramana Iyengar) is entitled to Rs 60 under the increment rules adopted, it is proposed to give B. Subramanya Sastri also Rs 60. But if this is considered too favourable his pay may be fixed at Rs 55 without prejudice to his present rank in the Gradation List
	— do —		
	— do —		
	— do —		
	— do —		
	— do —		
	— do —	on leave on Private affairs	
	— do —		
	— do —		
	— do —		On Probation.
	— do —	on duty with the Secy Retrenchment com.	
	— do —		On Probation
	— do —		On Probation
	— do —		
	— do —		Probation
	— do —		
	— do —		On Probation
	— do —		
	— do —		
	— do —		

First Division Permanent & Probe

Serial no.	Name of clerk.		Present Grade	Present Pay	Period during which he is in receipt of this pay	Starting/Passed and Remarks
67	K. Venkata Rao	B.A.	III grade	Rs 50	2 years	Rs 50
68	B. Thammaiya	B.A.	- Do -	- Do -	4 months	Rs 50
69	Srinivas Rao K Jamkhandi	B.A.	- Do -	Rs 46	1 year	Rs 50
70	S.R. Narasimhaiya	B.A.	- Do -	- Do -	- Do -	- Do
71	K. Gundu Rao.	B.A.	- Do -	- Do -	9 months	- Do
72	B. Venkoba Rao	B.A.	- Do -	Rs 42	1 year + 1 m.	Rs 45 +
73.	H. Narayana Rao	B.A	- Do -	Rs 46	1 year + 1 m.	Rs 50.
74	C. G. Ramaiya	B.A.	- Do -	Rs 42	1 year	Rs 45
75	H. S. Raghavachar		- Do -	Rs 34	1 year	Rs 40

K.V.
11/8.

	1.7.14		
	1.7.14.		
	1.7.14		
	— do —		
	— do —		
P.A.	1.7.14.		
	1.7.14		
I.P.A.	— do —		
	— do —		

First Division - Sup

Serial No.	Name of Clerk	Present Grade	Present Pay	Period during which he is in receipt of this pay	Starting under
1	H Srikantiah - Middle School Exam.	I grade	Rs 100	5 years	Rs
2	S. Krishna Rao - Matric	- do -	- do -	- do -	
3.	P.A. Sawmy Chetty - Matric	- do -	- do -	4 years + 4 m.	
4	H. Mustapha Khan - Matric + L.C.S.	- do -	- do -	1 year + 6 m.	
5	B. Jeevanna Rao - Matric.	- do -	Rs 94	1 year	Rs 9

AM. 11/48

Remarks.

100

do —

do —

do —

The question of his increment may remain open. He is on Combined Leave from Dec. 13 to Sept. 14.

Steel
11/8

Second Division Clerks with eligibility
occurrence of vacancy

Serial No	Name of Clerk	Present Grade	Present pay	Period during which he is in receipt of this pay	Pr... un...
1.	S. Chayapati Rao B.A.	II grade	Rs 70	2 years + 8 m	Rs
2	A. Srinivasaiya B.A.	II grade Ag.	Rs 60	1 year + 7 m.	Rs
3.	H. P. Bhashya Char B.A.	- Do -	Rs 58	6 months	Rs
4	S. Srinivasa Char F.A.	- Do -	- Do -	- Do -	-
5	V. N. Sankar Sastri F.A.	III grade	Rs 50	5 years	Rs
6.	H. B. Rama Rao B.A.	- Do -	- Do -	4 years + 7 m.	—
7.	K. N. Krishnasami Iyer B.A.	- Do -	- Do -	3 years	
8	C. Chowdaiya B.A	- Do -	- Do -	2 years	Rs
9	S. N. Ardhanareswara Iyer B.A.	- Do -	Rs 46	4 months	1
10.	A. Venkata Rao F.A.	- Do -	Rs 50	5 months	
11.	S. Kappanna B.A.	- Do -	Rs 38	1 year + 2 m	R
12.	K. Srinivasamurti B.A	- Do -	Rs 30	1 year + 8 m.	R
13.	T. Srama Char B.A.	III grade on probation	- Do -	- Do -	
14	M. N. Anandalwar B.A.	III grade	- Do -	7 months	

65 + 5 P.A.

61	1.7.14	
59	— Do —	
Do —	— Do —	
53	— Do —	
Do —	— Do —	
Do —	— Do —	
51	— Do —	on duty with Mr. K. Srinivasa Rao Special officer.

45 + 1 (P.A)

51	1-7-14.	
41 + 1 (P.A.)		on other duty
29 + 1 [illegible]		Ag. in Comptroller's Office Was given a lien on his permanent appointment for only 6 months from 4.8.13.
Do —		
Do —		Clerk, Cmpy Sorting Sott. G. R. S.

Note. — Nos 9, 11, 12, 13 & 14 viz S. N. Ardhanareeswara Iyer, S. Kappanna K. Srinivasa Murthi, T Shama Char & H. N. Anandaram will be entitled 6 increments under the old scale and the amount in excess of the last stage of pay under the new scheme will be treated as personal allowance.

11/8

rent

...y proper... and Name	Date from which the starting pay is to take effect.	Remarks	
19 (P.A.)			
(P.A.)			
(P.A.)			
(P.A.)		on L.H.C.	
(P.A.)			
1 (P.A.)		Due next increment in the old grade if earned will be treated as pers. allowance	
5 (P.A.)	1. 8. 14.		
	1. 7. 14.		
	— do —		
	— do —		
	— do —		
	— do —		
	— do —		
	— do —		
	— do —		
	— do —	Head clerk, G.R.S Temp'y Sorting Estt.	
	— do —		
	— do —		
	— do —	on L.H.C,	
1 (P.A.)	— do —	He will be given increments under the old scale & the pay in excess of the last stage of pay under the new scale treated as Personal allowance.	
	— do —		
1 (P.A.)	— do —	The remarks against No 20 - Ahobala Sastri apply in this case also.	

C.S.S
11/8/14

Dewer
11/8

Second Division – Perma

Serial No.	Name of Clerk.	Present Grade	Present Pay	Period during which he is in receipt of this pay	Starting, under the
	H. Narasinga Rao – Matric	I Grade Ag.	Rs 84	1 year + 5 m.	Rs. 65 +
2	Md. Wahed Ali Khan – F.A.	– do –	Rs 70	5 years, one year being in the Ag. I Grade	Rs. 6 5 +
3.	A. R. Annamalay Mudr – F.A.	II Grade	Rs 70	8 years	Rs 65 +
4.	G. Narasimhachar – Matric	– do –	– do –	7 years + 6 m.	Rs 65 +
5.	E. Subbiamanya Iyer – Matric	– do –	– do –	7 years	Rs. 65 +
6.	C. L. Rama Chandra Rao – Middle School Exam.	– do –	Rs 62	1 year 3 months grant of increment was postponed for 3 months.	Rs 65 +
7.	A. Venkata Char – Middle School Exam.	– do –	Rs 66	11 months	Rs 65
8.	B. Narasimha Iyengar – Matric.	II Grade Ag.	Rs 60	1 year + 4 m.	Rs 61
9.	G. M. Subbiayalu Naidu – Mid. School Exam	III Grade	Rs 50	7 years	Rs 55
10	H. Subba Rao. Matric	– do –	– do –	5 years + 11 m.	Rs 53
11.	A. K. Chandrasekhara Mudr	– do –	– do –	6 years	Rs 6
12	G. Narasimha Iyengar – Matric	– do –	– do –	5 years	Rs 5
13	K. Raja Rao	– do –	– do –	– do –	– d
14	M. V. Subba Rao – Lower Secy Exam	– do –	– do –	– do –	– d
15.	S. N. Pitchu Iyer – Mid. School Exam	– do –	– do –	4 years + 7 m	– 4
16.	M. Rangamma – Mid. School Exam	– do –	– do –	4 years	–
17	H. Chinnasamy Naidu	– do –	– do –	– do –	–
18	H. Venkataramaiah	– do –	– do –	– do –	–
19	C. Krishnamurthi Rao	III Grade on probation	Rs 38	2 years	Rs
20	A. V. Akobala Sastri – Mid. School Exam	III Grade	– do –	1 year	Rs 4
21	B. Venkatasamy Naidu	III Grade on probation	Rs 38 + 2 P.A.	4 years	Rs.
22	G. M. Venkoba Rao	III Grade	Rs 34	1 year	Rs

31/8

(iv) As a rule it is not proposed to give the officials placed on probation in the First Division any increment beyond what has been actually earned by them under the old scale.

(v) Where the present pay with increments as above proposed is less than the pay of the next higher stage by Rs. 2 or less, the pay of the higher stage has been allowed. In other cases the excess over the next lower stage is treated as personal allowance.

(vi) Clerks placed in the Second Division who have not yet reached the maximum pay in their old permanent grades will be entitled to count increments under the old scale up to the maximum pay of their respective grades. The amount that will be in excess from time to time over the next lower stage of pay under the new scheme is proposed to be treated as personal allowance. There are only eight cases entitled to this concession.

6. E. Rama Rao's position in the First Division is fixed with due regard to his position in the Secretariat before his transfer to the Co-operative Department. He is accordingly placed below M. A. Singlachar and above W. Raghavachar.

7. A certain number of appointments in the Second Division corresponding to the number in excess over the sanctioned scale in the First Division will be kept unfilled till the excess is absorbed.

8. The Committee do not recommend the filling up of the three special appointments in the Second Division at present. As against these three clerks on Rs. 25—2—65 are proposed to be appointed.

9. The allocation of the present strength in the two Divisions of the new scale in accordance with the foregoing principles is shewn in separate statements appended hereto.

10. The results in brief are as follows:—

(*a*) As against 65 appointments in the First Division, the following are proposed.

(i) Permanent	...	...	...	57
(ii) Probationary	...	...	...	18
(iii) Supernumerary	...	...	...	5
The excess over the scale is			...	15

(*b*) As against 52 appointments in the Second Division the following are proposed:—

(i) Permanent	...	...	...	22
(ii) Eligible to the I Division			...	14
(iii) To be kept vacant as against excess in the First Division				15
(iv) Permanent vacancy	...	...	...	1

Until the excess over the scale in the First Division is absorbed, recruitment to the First Division by competition will not be possible.

DATED BANGALORE,
11th August 1914.

C. S. BALASUNDARAM IYER.
D. M. NARASINGA RAO.
P. G. D'SOUZA.